



AIR FORCE INTERNATIONAL AFFAIRS

Workforce Initiatives Newsletter

SPRING 2008

Inside

- Career Developmental Opportunities
- Air Force International Affairs Community News
- Hails to IA Team Members
- New International Affairs Certification Guidelines

GET INVOLVED

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**For all other programs (Graduate
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please send inquiries to:**
iaprograms_admin@wedgewoodgroup.com

A Message from Mr. Bruce S. Lemkin

Deputy Under Secretary of the Air Force, International Affairs

Welcome to the Spring 2008 edition of the Air Force International Affairs (IA) Workforce Initiatives Newsletter. This edition highlights exciting new career development opportunities for IA civilians and recognizes significant achievements throughout the IA community.

As I mentioned in the Fall 2007 Newsletter, the International Affairs Career Field (IACF) has reached full operational capability. Over the past few months, our Career Field Management Team (CFMT) at the Air Force Personnel Center, Randolph AFB, has worked diligently to increase the IA Community's share of Air Force institutional training funds and career development opportunities. I encourage IA team members to discuss career goals with your supervisors and mentors, and take advantage of the opportunities offered by IACF to maximize your personal success.

I would also like to highlight the Community News section of this newsletter. If you have newsworthy accomplishments, team members or teams deserving recognition, or other significant IA items of interest, please submit these stories to our Workforce Initiatives point of contact, Ms. Angela Kravetz, NLT 1 September 2008. This new section of our newsletter is an excellent opportunity to share examples of the great professional contributions IA team members are making every day across the Air Force.

I encourage you to read this newsletter and visit our website at <http://www.safia.hq.af.mil/workforceinitiatives/>. If you have any questions or comments, please contact Ms. Angela Kravetz at 703.588.8994 (DSN 425), e-mail: angela.kravetz@pentagon.af.mil.

New Air Force Civilian Orientation Program

The Chief of Staff of the Air Force (CSAF) continues to highlight the importance of appropriate training and development for the civilian workforce by implementing the new Air Force Civilian Orientation Program (AFCOP). The goal is to ensure AF civilians begin their career with the same insightful, useful, and consistent information their military counterparts receive regarding the AF and their assigned major command, functional community or location. The course addresses five (5) modules: Air Force Heritage and Today; Customs and Courtesies; Core Competencies; Force Development; and Workforce Health, Safety, and Security. The AFCOP falls under the Air Force Civilian Acculturation Program that provides new civilians with "bluing" similar to what their military counterparts receive upon accession. This Program is now available online through the AF Portal at <https://rso.my.af.mil/afvecprod/mycdp/CivOrientation.aspx>.

Civilian Tuition Assistance Program (CTAP)

Civilian tuition assistance is available to IA team members for mission-related education and training. Civilians assigned to IACF centrally managed positions or eligible for such positions are qualified to apply. The CTAP allows team members to initiate requests for specific courses at the institution of their choice and attend on a voluntary, off-duty basis. Courses must be related to the job or the mission of the organization, improve individual or organizational performance, and assist an agency in achieving performance goals. The Career Field Management Team (CFMT) will determine whether courses selected are mission or job-related.

Tuition assistance will not be provided for courses at the post-masters level or at a level lower or equal to a degree already attained. The standard rate of 75 percent of tuition costs will apply. Funding is limited and submission of a mission-related request for tuition assistance does not mean automatic approval. Eligible team members will not receive funding until all required documents have been approved by the CFMT. For FY09 CTAP consideration, select this program in the opportunities section of your Civilian Development Plan (CDP). For more information about the CTAP, please contact the CFMT.

Air Command and Staff College (ACSC) On-line Master's Program

ACSC On-line Master's Program (OLMP) is now available to Air Force civilians. The OLMP is a 33 semester-hour program that can be completed within 24 months. It is comprised of eleven eight-week courses that explore modern USAF operations and leadership. Upon successful completion, students will be awarded a Master of Military Operational Art and Science Degree. Completion of this program satisfies the requirements for Joint Professional Military Education (JPME) Phase I as well as Air Force intermediate level PME.

This program is offered to Air Force Civilians in grades GS-11 or YA-02s and above who do not have their Master's degree. For FY09 OLMP consideration, select this program in the opportunities section of your CDP. Please contact the CFMT for additional program details.

Career Broadening Cross-functional Assignment Opportunities

The Air Force is encouraging cross-functional assignments that will prepare IA team members for senior leadership positions. Cross-functional experiential development is a critical part of implementing force development. This unique assignment experience will expose IA team members to the diverse AF missions of other Career Fields, and prepare them for senior leadership positions.

If you are interested in competing for a cross-functional assignment in FY09, you should include a cross-functional assignment request with your CDP. These assignments will be established for a period not to exceed 30 months, Permanent Change of Station costs will be covered and a mobility agreement will be required. Candidates vectored for cross-functional opportunities may be placed via management reassignment. To participate in cross-functional assignments this fiscal year, please contact the CFMT.

Civilian Development Plan (CDP)

Each fiscal year, IA team members are encouraged to complete a CDP that identifies their career development goals. The IACF Development Team will review CDPs and provide feedback to each team member in the form of training, education, and assignment vectors. IACF Development Templates are available at <http://www.safia.hq.af.mil/shared/media/document/AFD-070904-032.pdf> to assist civilians in identifying career progression expectations. IA team members are encouraged to list their desire to participate in any of the following education, training, or assignment experience opportunities:

- » ACSC On-line Master's Program
- » Air and Space Basic Course
- » Business Professional Certification Program
- » Career Broadening Cross-functional Assignments
- » Career Broadening Program
- » Civilian Developmental Education
- » Civilian Tuition Assistance Program
- » Global Master of Arts Program II
- » Leadership and Management Certification Program
- » Squadron Officer School

A 694th Armament Systems Squadron team from Eglin AFB, FL, consisting of Ms. Wanda Siefke (694th ARSS Director), Ms. Regina Chavous (Program Manager), Mr. Ron Irlbeck, Mr. Tom Cox (Raytheon), and Lt Col Roman Harencek (Czech Republic) recently completed the delivery, initial inspection, and MTT training for the Czech Republic's purchase of the AIM-120C-5 Advanced Medium Range Air-to-Air Missile (AMRAMM). Particularly noteworthy were the outstanding efforts of Ms. Chavous who worked closely with Headquarters United States Air Forces in Europe, United States European Command, German Customs, and cargo personnel at Ramstein Air Base, to orchestrate air transportation to Ramstein, clearance and release by German Customs, and overland transportation from Ramstein to the Czech Republic. As a result, the Czech Republic was able to meet their requirements and achieve an important milestone toward improved air defense capability.



694th Armament Systems Squadron
 Eglin AFB, FL

We extend our thanks to those who provided success stories. Although only one story can be featured in this issue, we encourage you to continue submitting your stories to Ms. Angela Kravetz at 703.588.8994 (DSN 425), e-mail: angela.kravetz@pentagon.af.mil, for consideration in future Workforce Initiatives Newsletters.

SAF/IA Mentorship Program Senior Leader Session

SAF/IA Mentees met with Brig Gen Ralph J. Jodice II, Assistant Deputy Under Secretary of the Air Force, International Affairs to discuss the topic of U.S. and China Relations. Brig Gen Jodice conducted an interactive session sharing his professional experiences as a Defense Attaché at the American Embassy in Beijing, China, and talked about the challenges of U.S.-China relations and its impact on security cooperation.

Senior Leader sessions provide Mentees with insight on emerging topics in the security cooperation arena. These sessions are another professional development opportunity for Mentees to learn from their peers, and benefit from Senior Leader interaction and guidance that will prepare them to address challenges and opportunities in executing IA programs.

For more information about the SAF/IA Mentorship Program framework or to find out how to implement a program at your location, please contact Ms. Angela Kravetz at 703.588.8994 (DSN 425), e-mail: angela.kravetz@pentagon.af.mil.

Global Master of Arts Program (GMAP) II

The Defense Security Cooperation Agency and Tufts University are in the process of signing a new Memorandum of Understanding (MOU) to extend GMAP II for an additional five years. The MOU will highlight the following changes to program requirements and deadlines:

- » Applicants must occupy a Foreign Military Sales Administrative funded position
- » Applicants are required to submit Defense Language Proficiency Test scores to validate foreign language proficiency
- » Applications are due 1 September 2008

Congratulations to the GMAP II Graduates!

- » Capt Marco A. Cardenas, ESC/XPJ
- » Ms. Shelly J. Ferguson, SAF/IAPX
- » Ms. Xaviera Fontan, SAF/IARL
- » Maj Christopher D. Forrest, 435 FTS/ADO
- » Mr. Ajay Malhotra, ESC/XPJ

Announcing the GMAP II Class of 2009

- » Capt Alula B. Berhane, AFSAC/755 IMATS/C Flight
- » Lt Col Scott A. MacKenzie, SAF/IAPQ
- » Mr. Christian R. Paasch, SAF/IAPA
- » Mr. David A. Rye, SAF/IAPD

New International Affairs Certification Guidelines

Based on formal certification standards set by the Office of Personnel Management, new IA Certification Guidelines have been established by the Defense Security Cooperation Agency (DSCA) to create a more rigorous IA Certification program. Revisions are currently pending DSCA approval. **All team members applying for Certification will be subject to the following changes:**

- » Years of IA Experience: **Level I: from one to two years**
Level II: from two to four years
Level III: from four to six years
- » Level I requirements have been increased to include an **additional functional development course**.
- » Applicants must achieve **core competencies** and **experience necessary** for each certification level, which are outlined in the new guidelines. Supervisors will provide a brief statement on how the applicant has demonstrated each of the **core competencies**, and certify that the applicant has achieved the **experience necessary** for each level of certification.
- » All personnel certified at Level III will be required to achieve **Continuing Learning Points (CLPs)**. CLPs are incorporated as a continuing education requirement with the intent that certified personnel will maintain certifiable competency within both IA and their functional specialties. Team members certified at Level III will be required to achieve a minimum of 80 CLPs per every two year period from the time they have received their Level III Certification. Individuals shall comply with the continuing education requirement in order to maintain Level III Certification. A detailed list of applicable courses and point credits is outlined in the new guidelines on the Personnel Initiatives (PI) website at <https://www.personnelinitiatives.org/>.
***Note:** All team members currently certified at Level III and registered with the PI system will receive an e-mail outlining the new CLP requirements and instructions on maintaining Level III certification. We encourage Level III team members who have not registered with the PI website to do so by 20 June 2008.

We encourage you to use the certification application checklists available online at <http://www.safia.hq.af.mil/workforceinitiatives/ccdphowtoapply.asp> for a detailed step-by-step guide to complete a successful online application.

Certification Review Board Results

In February 2008, the IA Certification Review Board met and endorsed 88 supervisor-approved applications. Congratulations to all! SAF/IAPC is currently accepting certification applications for the June 2008 Review Board. Details about certification requirements and timelines are available at <http://www.safia.hq.af.mil/workforceinitiatives/>.

Level I	James B. Hogan	Lucille E. Wilson	Anthony Nichols
Miriah Beck	Russell Hokanson	James Yarbrough	Bridgette Dian Norris
Cheryl E. Bradley	Robin L. Kaiser	Level II	David M. Reed
Linda M. Carroll	Christina Keefe	Brenda Alcorn	Jeffrey Ward Scohy
Sandra D. Castor	Adrien E. Larsen	Tamiko Marie Alexander	Jaclynn Lee Shook
Capt Eugene L. Choi	John P. LeCain	Tanesha Barnes	JoAnn C. Smith
Sharon L. Clark	Sharon Littlejohn	Justin A. Bell	Gus Stefanow
MSgt Rachel L. Cox	Lt Col James McAndrew	Christina Brantley	Dawn E. Stetler
Brian M. Davidson	Lt Col Christopher B. McCamant	John V. Buckley	Zachariah Thompson
Michael Durand	Capt Charles D. Michaels	Tracy Chau	Diana L. Walklet
Capt Robert L. Dutra	Tammy L. Milad	Regina Chavous	Glenn C. Wintrich, III
James G. Elliott	Johnetta C. Moore	Jason P. Christensen	Level III
Capt Brian Evans	Larry H. Mullins	Lt Col Christopher D. Davis	Roger D. Crabtree
Robert E. Ferrel	Maria Muniz	Kristin M. Durepo	Robert L. Floyd, Jr.
Xaviera Fontan	John S. Peyton	James Finch	Ellen D. Jenkins-Moorman
Lakecia N. Gunter	Frank Pittman	Col George R. Gagnon	Michael Cecil Karraker
Constance Hall	Janis A. Ray	Sheri L. Hamby	Robert C. Macky
Gregory A. Hallett	Cara Rowley	Denise Hansford	Jo Ann Rowan
Joshua L. Halley	Rebecca Singleton	Kathryn L. Keller	David A. Rye
Jennifer K. Hart	Anita D. Smith	Naomi Loudin	Cheryl A. Sandberg
Capt Dana Hattabaugh	Col David E. Snodgrass	Nathan P. Loveland	Nicholas W. Steiner
Tyler Hawkins	Kevin Torres	Anthony R. Munson	Chester R. Wyatt
David Hight	Wesley Lee White	Alexandra Beth Murray	